

	Policy Booklet	Company's Policies
051 Drug and Alcohol Policy		

Drug and Alcohol Policy

The Company is fully committed to maintaining a safe, healthy and efficient working environment onboard all vessels and throughout shore-based operations.

The use, possession, trafficking, or sale of illegal drugs and alcohol onboard Company vessels is strictly prohibited. The Company adopts a **zero-tolerance approach** toward drug and alcohol abuse, as such behavior poses a serious risk to:

- Crew safety and wellbeing
- Vessel operations and navigational safety
- Environmental protection
- Compliance with statutory and Company requirements

The Company supports all applicable statutory regulations regarding the illicit use and handling of drugs and alcohol.

The Company strictly prohibits:

- Possession, consumption, trafficking or sale of any illegal drugs onboard
- Boarding the vessel with any traces of drugs or alcohol
- Consumption of alcohol or intoxicating substances that may impair an individual's ability to perform duties safely

The possession or consumption of alcoholic beverages, including beer, wine, spirits or liquor, is prohibited onboard Company vessels.

All crew members must be fit for duty at all times.

No officer or crew member shall:

- Perform work duties under the influence of drugs or alcohol
- Take over watchkeeping responsibilities while impaired
- Participate in vessel operations if their ability to perform is limited by any substance

Masters shall ensure that all officers and staff are not under the influence when assuming scheduled duties.

The Master is responsible for enforcing this policy onboard and shall:

- Carry out unannounced and random drug and alcohol testing
- Ensure watch handovers are not conducted by impaired personnel
- Immediately inform the Master or Chief Engineer if impairment is suspected
- Prevent any individual under the influence from being involved in vessel operations
- Report serious cases to local authorities when required

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To ensure compliance, the Company requires the following testing measures:

Routine Medical Testing

At least annually, all officers and ratings shall be tested for drug and alcohol consumption during routine medical examinations, conducted by recognized and authorized laboratories.

External Unannounced Testing

At least once per year, an unannounced external drug and alcohol test shall be carried out by an authorized Company representative onboard each vessel.

Onboard Alcohol Testing

Unannounced alcohol tests shall also be conducted onboard on a monthly basis as a minimum.

Testing may be carried out when:

- Traces of drugs are found onboard
- Breath testing indicates alcohol use
- An unusual accident or incident occurs
- A crew member behaves in an abnormal or suspicious manner

Any crew member found to be in breach of this policy will be subject to strict disciplinary action.

The Company maintains zero tolerance for violations due to the serious safety implications.

All employees are expected to cooperate fully in implementing this policy.

Top Management has approved this statement.

Date	Position	Name	Signature
01-09-2025	President	Mr. Bo Westergaard Jensen	